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LABOUR'S DEATH ROLL.

THE

Tragedy of Toil

BY

JOHN BURNS. L.C.C., M.P.

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Tragedy of Toil.

BY JOHN BURNS, M.P.

CIVILISED Europe was startled recently by the accidental explosion of a breech-loading gun aboard a Russian ironclad. A few poor conscript sailors were unfortunately killed, and some officers were injured. A feeling of regret swept over the Continent, condolence was officially expressed and conveyed by all the Powers to the Russian Government, and the sailors' remains were honoured with an imposing funeral in which all the European fleets took part. Thus does Force, Militarism, Bureaucracy magnify the uniformed victim-votaries of destructive war.

A similar number of workmen sinking a shaft in England were drowned, and but for the scandal that arose over their too hasty burial their tragic fate would have been "unwept, unhonoured and unsung."

This difference in viewing the same sad human result, but brought about by different conditions—one in the cause of destruction, the other in useful peaceful industry—illustrates how custom invidiously distinguishes against the civilian conscripts of industry and in favour of the soldiers of war.

This exaltation of labour militarised and drilled over industry disciplined, civilised and constructive, is the mere barbaric survival of the gratitude nations have always had towards those who have fought as soldiers or sailors, hitherto the only way of making or defending country and dominion.

The steam engine with its greater risks, the grand industry with its accidents, rapid transit with its perils, are altering all that. Empire is now made by commerce, nations sustained by industries. The soldier and sailor are becoming the mere accessory and advanced guard abroad—the uniformed commercial traveller for the vast legions of workers whose labour, sweat, injury and death at home are increasingly the source of power abroad, and progress, pleasure and comfort wherever their work abounds.

Some day a statistical Kinglake will call the muster roll of the wounded industrials. Charles Booth may add to our knowledge and our obligations by counting the death-roll of labour and what the nation owes to the working class whose energy and sacrifice has, in this century, contributed more than conquest or diplomacy to extend the power of Britain over land and sea. When that necessary work is performed the mere record and numbering of those who fall in the skirmishes of work and the battles of toil, in the campaigns of commerce, may induce further steps to be promptly taken to diminish the death-roll, and reduce the suffering of the industrial victims who hourly fall beneath the banners of industrial supremacy.

The grimy labour host on whom the lot of toil falls, the industrial brigades whose bodies fill the trenches over which the Skobeleffs of capital drive the artillery of monopoly, the sweating regiments whose files are struck down in the capture of wealth they never enjoy, are at last, however, securing recognition, and some day will derive relief from the undue incidence of risk, injury and death that now befalls them. This risk is regularly greater than their uniformed brothers incur, yoked to the chariot of war—that hell in harness carrying hate and destruction wherever it goes.

In sixty years there have been 60,000 miners killed, a number equal to the 60,000 police, troops, sailors, volunteers, and others who, with less claim, monopolised and took part in the Jubilee procession. There have been disabled and injured in the same industry, a number exceeding the total population of the great city through which the procession passed.

Without the fanfare of trumpets, the stimulus of rewards, the hope of pensions, the vanity of decorations—simply in search of bread that they may live, so many have had to die in the collier brigade of the army that never enlisted. Where war claims its hundreds industry exacts its thousands.

Fortunately, at last the mind, conscience, and (better than all for the workman!) interest of the nation has been touched at this suffering, and there is abroad a feeling—as evidenced by the Workman's Compensation Act, suggested amendments thereof, and public indignation against lead poisoning and "phossy jaw"—that the succouring of the wounded is imminent and the preventing of the preventible is near.

But, before this can be satisfactorily brought about, much information is needed, reliable data required, and authoritative statistics imperative. Particularly, and regretfully, is this to be said of Great Britain—the first nation in the industrial race, yet the last to reliably tabulate its injured and number its dead. In this country there are no official accident figures worth the name. Blue books there are, but generally unreliable where they are not contradictory; and, be it said with shame, there is not yet a common standard of accident, a comparative definition of injury. There is no legally compulsory notification rigorously enforced.

Insurance offices, friendly societies, trade unions, are not much better than the Government departments. The simple truth is that 10,000,000 of workers, whose organised thrift and provision for unemployment, sickness and death is the wonder of the world, have as yet no intelligence department or ambulance service, and its civil service is without a co-ordinated census giving the mortality figures of their own numbers killed or disabled whilst following their occupations.

Accident is merged with sickness, death often with both or either; donation, benefit and superannuation often impinge on what should be a separately-tabulated accident charge; whilst benevolent grants are often due to accident incapacity. Through lack of a simple and common standard of what an accident is we are without the means of locating the amount of industrial injury sustained, appraising its cost, fixing the blame, and applying the remedies.

The confusion, ignorance, and misinterpretation of accidents in all recent discussions of liability and compensation for accidents was painfuly apparent. Ministers quarrel with insurance companies and actuaries, and each with friendly society officials, upon matters that all of them should have clearly defined years ago. Trade unions cannot, with very few exceptions, separate the sick sheep from the injured goats in their industrial flocks. The returns gathered about injuries are purely accidental. In Austria, Germany, France and Italy the respective Governments have collated and compiled the injured working people, and the result is to add to the knowledge, but not the gaiety, of nations.

The long and increasing register of men killed and injured, women mutilated, and children crushed, where the real facts are known, shows up in luminous form the sum total of Labour's suffering in the production of wealth. So far the increased knowledge of the number of accidents sustained by workmen is begetting a proportionate willingness to minister to, and ultimately, we hope, to prevent.

In Britain there are, however, of late the symptoms of reform, the desire for changes and improvement in accident prevention and enumeration. The Registrar General strongly indicates in his last admirable supplementary report the right way to generally proceed. Dr. Le Neve Foster persists in his worthy desire for bedrock facts in his department, and is showing the way and, to his credit, pointing out the cause and hinting where the blame lies for the appalling death rate of the mining industry. The Labour Department, the Board of Trade and the Home Office have recently shown glimmerings of understanding what is needed; and some day we hope to get a reliable standard, system, collection and report of industrial mortality and injury, and thus place beyond doubt or cavil the risks that Labour runs and the casualties it sustains. Till this is officially done there is nothing left for the inquiring reformer but to take what available information there is, and, within fair limits and the proper use of proportion and average, apply it to wider areas of the same class for whom there is no absolutely precise register. On these lines there is sufficient data. There is much to look at, but little to lead; all information, however, points to the remarkable growth of recorded injuries, as in Germany and in Austria, if not of actual increase thereof of many industries.

What this is due to is not within the scope of our present purpose, although we have our positive view. Our objective now is to find and deal with the comparative risks that workpeople under present conditions have to run, the casualties they incur, the injuries sustained, the deaths they meet in their daily work.

In doing this there must be left out of our calculations the "occupational diseases," like lead poisoning and anthrax, that many trades are severely handicapped with already as apart from violent physical injuries. We must put aside the heavy "class mortality" and the general disabilities that surround the working classes, where density of population, lower standard of comforts, insufficient housing, are chronic disadvantages to the prisoners of poverty in modern industrialism.

Even this is a fine distinction, as trade ailments are often the contributory cause of accidents, and the devitalising conditions of non-accidental work leads to loss of grip-power, balance or aptitude —really the primary, but not the recorded or apparent, source of many accidents. The baker, perpetually subject to strain, sustains a rupture; it is disregarded or under-estimated, to keep his work; all at once a collapse occurs, perhaps a fatal accident ensues therefrom. There occupational illness meets accident, but both are jointly responsible for the violent termination of work.

The moulder, lifting his boxes under the stress of piecework, sustains a rupture that in the end, and before his natural time, causes him to lose his power in other ways, by each of which he is susceptible to accident and injuries that otherwise he could have easily avoided; or he is unable to work at high pressure by the slow development of rupture, and is displaced for a stronger man. He is thrown out of employment, and, but for his union or friendly society, becomes a struggling mendicant on the industrial highway. This looks like weakness or natural illness; it is more an accumulating injury, really an "accident."

But the accident we must now deal with is the sudden and violent injury, the risk industrial, the painful visitation of a disabling character, the painful crushing, the slowly drawn out or the charitably swift fatality to which Labour is often too subject.

The best general view of the disproportionate risks that Labour runs as compared with other classes and professions is seen between the violent deaths and accidental deaths, between rural and industrial districts, between men and women, professions and trades.

Between men and women, the largest proportion of the deaths from violence, including accident, come out for men at 952 per 1,000,000; women at 380 per 1,00,000; the rural death rate, 15 per 1,000; the urban, 18 per 1,000. The violent death rate in rural counties like Wiltshire or Rutland would be about ½ or ¾ per cent., whilst in Wales or Durham mining districts it runs up to 1½. In some mining districts the death rate amongst men only is three to four times greater than adjoining rural districts. There the risk of industry is clear. This difference, making every allowance between the rural and the urban working class, is the risk industrial of general and special labour, and is the price that workmen pay in life and limb for town and factory life, manufacturing conditions, and mining occupation over the rural conditions of better health, fewer accidents, smaller risks, if less exciting habits.

All the reports under-estimate this vital difference between simple hand labour on the land and the complex machine industry, mining, or the mercantile marine.

Whatever science attempts, and it can do much; whatever the law imposes, and it has in some cases achieved wonders for the safety of the public, the travelling portion particularly, neither science nor law have as yet relatively touched the general conditions of greater security to the workpeople employed, except in a few industries, where what has been done proves what more could be done were the subject vigorously grappled with. The risk industrial is another way of spelling greed or ignorance. The "inherent risk" is proportionate only to the inability or desire to prevent. That safeguarding spirit which secured the absence of compressed air fatalities at Blackwall Tunnel shows that safety pays, and prevention does not kill. There are, and, perhaps, must always be, some trades relatively more dangerous than others, but they are very few, and even those can be safeguarded. "Inherent risk" used to be preached about railway travelling for passengers; the law of liability for accidents, with other causes, has killed that nostrum, and made railway travelling, on the whole, the safest form of transit. The proportion of killed has been reduced from one in 5,500,000 in 1874 to one in 196,000,000 of passengers in Britain in 1896. With these factors of safety and prevention less prevalent, but just as easily acquired, American railways kill one in 2¾ millions of passengers, as against one in 196 millions here.

This safety achieved for the public, the means adopted for them are the only way to achieve similar security for the workmen—liability enforced, safety imposed, delinquent directors punished, chairman as well as signalman sent to prison, liability in certain cases made criminal, long hours reduced, automatic couplings enforced, and the environments of railway labour improved. When these conditions are secured, above all, when the workman respects more and places a higher value upon his own life, then will there be fewer widows and orphans, and some decent economy of human life.

As a step in the right direction, the Workman's Compensation Act will supply much experience upon which to base a wider view as to the risks of labour; but a visit to hospitals, workhouses, and asylums will disclose the awful incidence of accident on the labourers of town and city.

Interview street sellers of toys and matches, converse with tramps and casuals, see the convalescents in the public parks and open spaces, search the sick benefit lists of unions and friendly societies—there confronts you at every turn the extent to which industry afflicts.

Above all, there is this to be observed: It is in the main the unorganised that suffer most—the unprotected get the least money and the hardest knocks. The militia of unskilled labour bear the brunt of the wounds, the sappers and miners of the army of toil the greatest physical disability. The crack corps of industry, both as to hours and wages, generally are best off—"*to him that hath shall be given*" is here the rule of safety as elsewhere. And, curiously, over all these looms out this paradox: The man who is paid for killing and to be killed relatively escapes, whilst trades and callings where the greatest recognition for risk is accorded are the trades in which actual and regular cause for praise is least evident, and the increment of sacrifice less apparent or felt.

To show the relative dangers, it is necessary to split general labour into broad sections, follow a few general industries, and give the broad results.

THE MINER.

One of the largest and most important groups is that of the miner. Physically strong, morally brave, constitutionally healthy, in all the records of labour none stand out higher for indifference to suffering and almost heroic indifference to the risks of his deadly work than he whose labour forms the pyramidal base of national industry.

The collier's life is still far too dangerous; the history of mining teems with heroic instances when death has to be faced, of greater bravery than field or flood can show. Instinctively, traditionally, always, the miner is one of the bravest, sometimes the most reckless, as he is ever the most self-sacrificing of men.

There were in 1897 728,713 miners employed, and 123,370 in or about quarries; of these 1,102 met with fatal accidents. Applying to this total the standard and ratio of disablement prevalent amongst the miners in permanent relief funds, a more than fair condition, accurately registered on a cash payment for each injury sustained, we find out of 852,000 miners 1,102 killed, 1,704 permanently disabled, and 122,000 temporarily injured, with average period of three and a half weeks of accident incapacity per annum. This means that 16 per cent. of the total can look forward to death, disablement, or injury at their work every year.

Coming from the general incidence of risk for the whole to a particular and a large section of miners in South Wales, matters are even worse. There we find 20 to 24 per cent. killed, injured, or disabled, thus securing a heavier proportion than other mining districts elsewhere, of death and injury.

The general risk, therefore, in mining is very great—one man in five more or less injured, disabled, or killed every year over the general mass of 852,000 men who dig, too often, their own graves. This does not even sufficiently illustrate the unequal incidence of danger to this class of workman.

I find in the Registrar General's Report that there died from all causes in 1890-2 17,873 miners; 2,902, or 16 per cent., were from accident alone, the highest of any individual cause of death.

Startling though this roll of death is, matters are much worse in South Wales. Out of 4,241 miners' deaths from all causes in that district 1,031 were due to industrial fatality, or over 25 per cent. to accident alone. In other coalfields four men per million tons are killed, in Wales nine to ten.

Not content with this slaughter, in the district where sliding scales prevail, contracting out is prevalent, where trade unionism is not strong and co-operation does not flourish—amongst a religious people of submissive and peaceful habits, where feudalism under another form of ownership has reared its head and has recently set its seal upon the people—there, last year, amongst nearly 76,000 miners in the South Wales Permanent Fund, disablement jumped up from 15,041 to 19,240 injuries. South Wales employs 18 per cent. of the total miners, raises 17 per cent. of the coal, kills 25 to 29 per cent. of the total dead, and in 17 years, with an average membership of 47,129 miners, has had 146,000 disabled and, it is estimated, 1,600 permanently disabled beyond its heavy proportions of 2,513 killed.

No wonder that at Welsh Eisteddfod, with mining magnates and quarry owners presiding, "The Martyrs of the (Industrial) Arena" is the most popular dirge.

To further illustrate the risk of the collier we will compare him with the farmer or clergyman. Of the latter profession 2,283 died from all causes, 1890-92; 23 only were from accident, as against 500 from the same number of Welsh colliers.

Or there were, of 25,000 troops at the taking of Khartoum,
49 killed,
334 wounded,
In the South Wales coalfield, in 1896, 232 were killed of 71,000.
19,240 wounded, in 1897, of 76,000 colliers.
Many permanently disabled.
Death loads the dice heavily against the miner.

THE RAILWAY RISK.

From the collier to the railway man is an easy transition. Here again he is marked too often for destruction. At the last enumeration in this industry there were 465,112 persons employed in carrying goods and passengers, the safety of the latter having been improved thirty-eight times in twenty-four years. This creditable reduction in death and injury has not been shared by the workmen whose lives too often are surrendered for the making of dividends. There is an improvement, but nothing near so real as the returns indicate.

The official list proportion of killed and injured over the total staff is delusive. On the railways the tendency is to an increase of the non-combatants and camp followers. Amongst these the risk of accident and death is normal, and in many cases infinitesimal.

Go to the drivers, firemen, brakesmen, platelayers, and shunters. We find, in some of these grades, both absolutely and relatively, there is little improvement, and in the case of shunters and brakesmen matters are rather worse than better. In 1897 more shunters were killed than in 1887. In that year it was 1 in 231 killed, 1 in 21 injured; in 1897 1 in 203 killed, 1 in 12 injured.

Almost similar figures can be given with regard to goods guards, who, although not killed as fast as they were, are injured more frequently. In 1887 1 in 22 were injured; in 1897 1 in 15 were injured. It may be urged officially, in extenuation of this fact, that the standard of injury has varied and is now lower; but, checked by the London and North-Western Railway standard of 1897, injury incapacity in time-period over all its 7,482 accidents still keeps at about the same figure, namely, three and a half weeks, the same as it was six years previously, in 1892.

The fact is there are no reliable returns yet furnished by the companies to the Board of Trade. But, checking their total official returns by the actual and positive results of their own compulsory insurance funds, there are disclosed the real numbers of accidents and injuries. They report officially that, of 465,112 persons employed, in 1897, 492 were killed and 4,104 only injured. Let us accept the figure of 510 killed as fairly reliable; it really is not. The total of 4,129 injured is a farcial under-estimate of the number permanently or temporarily disabled on the railways.

The London and North-Western Railway is a "model" railway. It had till 1898 an insurance fund—compulsory, of course, like all model things are. It employs one-eighth of the total railway workmen. Yet in its insurance society it had 50,706 members amongst whom there were 74 deaths; not a "model" proportion of 510. It had 92 men permanently disabled; 7,428 temporarily incapacitated for a period of three and a half weeks. Taking the accidents and injuries of this company as a standard and basis for ascertaining the risks and casualties of general railway labour (a very fair thing to do), this is the railway butchers' bill for one year (1897), with 465,112 workers:—

510 deaths	over	1 per 1,000
828 permanent disablement		$1\frac{3}{4}$,, ,,
67,000 temporarily disabled for $3\frac{1}{2}$ weeks...		159 ,, ,,

In each case, and over all, infinitely higher than the average of the army at home and abroad, at peace or expeditionary war.

Tragic though this fairly estimated number is over the mass of of railway men, the proved facts are worse as we examine the dangerous sections.

Taking the driver, guard, and pointsman, we find from the Registrar-General that, of 4,310 deaths in these grades from all causes in three years, 857, or 20 per cent. are due to accident alone;

or, where 857 of 4,310 railway men die from accident, only 50 farmers, directors, or clergymen die.

It is interesting here to show that the leaders of railway men, like the officers in the Army, show a heavy proportion of the total injured. This is shown by the Scotch Railway Strike Committee of 1891. One had a left finger off, one had a right finger off, one half a leg off, one a leg and one foot off, one half a hand off, one a foot off, whilst three out of the remaining five had received crushes and slighter injuries; nine out of twelve could show their injuries. No gathering of war veterans were more deeply scarred and wounded. No wonder the railway directors did not regard them, during the strike, as a council of perfection.

The liability of railway men is further emphasised by the grisly fact that in the past year, in the Amalgamated Railway Servants' Society, of 365 sick claims sent in 82 were due to accident.

The shunters and brakesmen are even worse off than their very unfortunate fellows. Taking the total of 7,092 engaged on this shunting work in 1897, there were officially 35 killed, or 5 per 1,000; there were 585 injured, or 82 per 1,000. For killed alone this is terrible. Diving deeper still into the shunters' risks and actual casualties, we find that in twelve years, with a mean number of 6,341 employed, there have been 424 killed and 4,654 injured, which means that every fourteen years they are all severely injured or killed. This is on the low official railway standard returns. Taking goods' guards, brakesmen, and shunters of a mean of 16,034 estimated men in these grades annually employed in ten years, of this number, 767 have been killed and 9,384 injured.

As if this were not ghastly enough, the American railways show us what British railways were before law, trade unions, and public opinion imposed their influence on the railway monopolies. In 1896, 1,861 American railway men were killed, or 1 in 444 of total employed; 29,969 were injured, or 1 in 28 of total. Of the above, 1,073 train men were killed, or 1 in 152; 15,936 were injured, or 1 in 10 of this grade. In a Train Men's Union, with 22,000 members, 532 death and disablement claims were paid in one year, or 24 per 1,000 of its membership. The compulsory enforcement of automatic couplings has reduced the shunters' deaths by 50 per cent. in America, Parliament must do the same in England.

Neither the British nor American armies or navies have come anywhere near this mortality, afloat or abroad, in the past thirty years. It is also 9 per 1,000 higher than the twenty British wars between 1872 and 1886. It is even 20 per cent. higher than the total mortality from all causes of the great mass of patients at the London Hospital in 1897. And of such is the kingdom of Vanderbilt, Astor and Carnegie.

THE NAVVY.

The next class of labour to be reviewed is the navvy and that type of labourer to whom the country owes a great deal—the builder of docks, the maker of railways, the hewer of tunnels, the constructor of bridges and canals. His is a risky occupation, and we never can know the holocaust of men that have needlessly been sacrificed in the making of our great public works in Britain and abroad.

See the navvy, all hued and brown, like Chaucer's sailor, on the sky line of an embankment, in a dock cutting, or fighting his way with pick and shovel; always a good fellow, often a splendid savage, too good and valuable to be wasted in the future as he has been in the past by the captains of industry. It was for his protection that one public body had the courage to get a special Act passed for his salvation and compensation. The effect of this was to set up a condition of things that led to absolutely *no* deaths in compressed air in the making of Blackwall Tunnel, another reminder that prevention is better than cure, and that even safety for the workman pays.

There are far more reliable records of the making of the pyramids, and the slaves who perished therein, than there are of the killed and injured on the Manchester Ship Canal.

This we do know, that 60 per cent. of the common labourers engaged on the Panama Canal were either killed, injured, or died from disease every year, whilst 80 per cent. of the Europeans died. Out of 70 French engineers, 45 died, and only ten of the remainder were fit for subsequent work.

The men engaged on the Manchester Ship Canal claim that 1,000 to 1,100 men were killed, and 1,700 men were severely injured, whilst 2,500 were temporarily disabled. This is not the official view, which admits 157 deaths, 1,479 non-fatal accidents, and 187 permanently disabled. If this official view is no nearer the truth than the official railway injuries, as shown by the London and North-Western Railway returns, I prefer to accept the navvies' estimate of what was one of the most reckless undertakings, from the workman's point of view, ever constructed.

We have it on reliable authority that Barry Docks and Railway were distinguished by 150 inquests and at least 180 deaths. There were 300 serious accidents, involving 100 amputations, besides a great number of minor casualties. On this work alone there has been a greater mortality than in several of our Egyptian campaigns of recent years, and more men killed than in the Balaclava Charge, and as many deaths as on the Greek side at Marathon, one of the 15 decisive battles of the world.

The great Forth Bridge, in which the workman's courage was equal to the skill and daring of the builders, had its tale of calamity; 56 deaths were recorded in this great engineering feat, besides the proportionate number of casualties.

A bridge collapses in Canada the other day, and at once 30 men are killed; a mine explosion, and 200 lives are lost; a building collapses, and many men are mutilated; 500 lives are taken in the building and demolition of Chicago Exhibition; 10 lives are lost on the Tower Bridge, and six for the Blackwall Tunnel. These are the heavy engagements in the battle of toil, the Balaclavas of labour; but it is the continuous smaller fatalities that tell, and in all of them the navvy and labourer takes a great risk.

This is seen by the return from the United Builders' Labourers' Union:—

5,500 members.
50 per 1,000 accident rate.
6 per 1,000 death rate.
3 per 1,000 accident death rate.

In the following order of injury:

60 from a week to a fortnight.
65 between 3 and 4 weeks.
80 ,, 4 ,, 6 ,,
32 ,, 6 ,, 8 ,,
20 ,, 8 ,, 10 ,,
18 ,, 12 ,, 24 ,,

THE ENGINEER.

Taking mechanics first, and selecting one firm—Armstrong's, at Elswick—we find that in 1892 there were 588 accidents, or 7·9 per cent. of men engaged. They have steadily risen to 1,512, or 13·9 per cent. of men engaged in 1897. In some departments, notably the blast furnace, 43 per cent. of the men employed were injured in 1897. The steel works had 296 injured, or 24·4 per cent. of its number. There must be some reason for this. The "feed and speed" system of supervision, the policy of the Employers' Federation justly resisted by the men, is now unfolding itself, and justifying much the men urged as to the greater strain of the duplicate machine question.

Supporting these official Elswick figures we find, from an Accident Fund in Elswick Shipyard of 185 labourer members, 52 sustained accidents, the duration of which incapacitated them 38 days or 6⅓ working weeks, costing 185 men 10s. 5d. per member.

Harland and Woolff and Workman and Clarke had 700 Union labourers in shipyards: 36 only sustained accidents of 28 days, the cost being 1s. 5¼d. as against 10s. 5d. at Elswick—the price of huge dividends and callous military supervision.

Making every allowance for Elswick differing from Woolwich in some of its classes of work, yet Devonport, Portsmouth, and Chatham are similar to Elswick where Woolwich does not correspond, and, over all the Government works and yards, with a much larger number of men, show much greater safety in life and every respect. Woolwich employed 18,659 men in 1897-8.

Total injuries, followed by absence from work ...	1,521
Capacity unimpaired	1,141
Slightly impaired	5
Impaired	3
Materially impaired	1
Totally destroyed	0

In a large majority of cases the absences were only a few days in duration (in only 413 cases did they extend over a fortnight), whilst since 1893 there has been a marked diminution of injuries sustained. Evidently the eight hours' day pays, and the price of a 15 per cent. dividend, as at Elswick, is not paid in life or limb at Woolwich.

Is Dyerism responsible for this great increase of accidents in its very stronghold, which makes the labourer pay in mutilation and death for the privilege he has imposed upon himself of taking his skilled fellow-workman's work, and retaining it only by the surrender of his life or limbs?

The Pittsburg system of industry, here being introduced by military men, with its reckless disregard of life and health, is, wherever it is adopted, producing a crop of casualties. With this condition of things law alone can effectively deal, supported by strong combinations of men, thinking more of the lives of their members than the high dividends for their invested funds, too often only to be secured by sacrificing the lives and finally the savings and property of their own victim members.

From Tyneside, with its tale of injury, almost the same could be said of the 109 shipyards throughout the kingdom if the real facts were known. I have gone through the accident benefits of a Labourers' Union with 22,000 members, and in 25 sections of labour in shipyard, iron, steel, lead, chemical, and similar work, of 9,584 engaged there were 52 deaths and 1,034 accidents in 1895. In 1897 I find also that at one branch only, curiously the Elswick, had 54 members, with 1,967 days' accident benefit, or 36½ days' incapacity per man injured.

The same National Amalgamated Labour Union had, out of 22,397 members in 1897, 1,972 on the accident benefit, with 52,698 days' incapacity, or an average of 26½ days' incapacity, higher even than in 1895.

Further back, in 1893, of 2,910 members exclusively engaged in shipyard labour alone, 308 sustained accidents, being 26 weeks on the fund, for 10·6 per cent. of members. Lead works, 8·4 per cent. of men in that branch; average, 24 weeks on accident. Steel workers, 7·0 per cent., 26 weeks on funds. Gas works, very few but severe, 36 weeks on funds. Both in the immediate past and in the present day this recital of undoubted injury not only warrants Workmen's Compensation Acts, but even Employers' Incarceration Bills.

This is not peculiar to one district, as in Belfast, in the same year, 98 men were 2,055 days in Belfast Infirmary, an average of 23 days, exclusive of period at Convalescent Home and period prior to returning to work.

At a Lancashire hospital in the chemical district, out of 689 patients there were 178 chemical workers, 86 glass workers, and

76 colliers either with occupational diseases or industrial accidents. No wonder it can be said of some of the modern philanthropists—

> This is the hospital Mr. Midas built,
> And these the patients he puts intilt.

THE DOCK AND GENERAL LABOURER.

This type of workman—never prosperous, rarely considered, intermittently employed, too often the flotsam and jetsam on the waters of industry—is peculiarly liable to accident, and is only less so than he was because in many places his unions have removed some of the causes responsible for his reckless slaughter. This is a type of the accident he sustains:—

> Last year Joseph Barber was slung up between earth and heaven, in the Victoria Docks, from a ship's boom. A sharp hook attached to the running gear entered the palm of his hand and came out of the back, dragging him off the stage on which he was working, and suspending him like a dead carcase over the ship's hatchway. He was a member of the Gasworkers' Union, and, under pressure from them, his employers offered him the munificent sum of £50 for the total loss of the use of his good right hand. Their offer was refused and the case taken into court, with the result that the union were beaten on the doctrine of common employment.

He falls down a hold through a slipping plank, or a rope sling breaks, and he is crushed; a crane knocks him below; there is defective gear, insufficient staging. To what extent this prevails the wards of the West Ham, Poplar and London hospitals can testify. Into one of the hospitals, from docks, wharves, gas works, railways and chemical works four accidents per hour per day swarm in, mostly industrial injuries. In any recent year, at Poplar, there are treated five miles of men standing side by side; a good number arose from drink, but by far the majority were men knocked over in the middle of their work. In two hours, on one particular day, 29 accidents were brought into Poplar Hospital; 25 occurred in works, the rest street accidents. It is recorded that at Poplar, London, West Ham and Royal Free Hospitals annually there are nearly 100,000 accidents, casualties and surgical cases, of which certainly more than half are caused by the risk industrial pertaining to manual labour callings, and which other classes don't bear.

As bearing out and upon this liability of workmen to accident, I find that in Poplar Workhouse there were 49 persons there through partial and total industrial incapacity. In the Battersea Workhouse and Infirmary there are 41 cases brought there by accident that can be traced in a short time; whilst, perhaps, the best guide as to percentage of illness from accident amongst workmen is found in that admirable society the Hearts of Oak. In 1895 it had 10,791 members in receipt of accident benefit out of 205,748 members, or 5·24 of its membership—a considerable increase over previous years. Over the total working class this percentage means 500,000 accidents per year The Prudential figures also throw a strong light upon the incidence of accident to workpeople—its chief membership. In 1897 it recorded as follows:—

PRUDENTIAL ASSURANCE COMPANY, LIMITED.

VIOLENT DEATHS.—ALL AGES AND ALL CAUSES.

YEAR.	MALES.				FEMALES.		
	Number Exposed to Risk.	Number of Deaths,	Per Million of Deaths from Registrar General, 1897.	Death Rate per Million.	Number Exposed to Risk.	Number of Deaths.	Death Rate par Million.
1893..	4,865,612	4,218	675	866	5,425,523	1,444	266
1894..	5,107,629	4,381	638	858	5,718,898	1,434	251
1895..	5,383,120	4,708	680	874	6,046,584	1,811	299
1896..	5,599,963	4,842	643	865	6,306,681	1,655	262
1897..	5,795,334	5,003	664	863	6,543,003	1,806	276

The difference between 664 per million and 863 per million is the industrial class risk that Labour pays in death.

The difference between male and female points to greater risk of the male breadwinner, in spite of the perils of maternity ; the great excess over ratio of general population shown by the Registar General is the industrial class risk Labour pays in death.

MACHINISTS.

The introduction of machinery is not an unmixed blessing to those who work it, and of all so engaged the mill sawyer machinist and steam joiner runs the greater risk of injury. How far is illustrated by the 39 cases of accident permanent disablement benefit of £50 and £100 given by the Carpenters and Joiners' Society to its members. Of 40 cases in 1897 33 were due to industrial accidents, mainly machinery. How far machinists are afflicted is proved by the statement of a Labour Commission witness who declared that "two-thirds of the machine men employed in London have lost the majority of their fingers off their hands through machines."

The indifference, almost fatalism, bred in some of the men to this mutilation is instanced by one of the witnesses before the Royal Commission who quoted the instance of "an old foreman in a large mill who thought five fingers were unnecessary on a man's hand, and that if a man lost them while he was young so much the better —he had got so many of them out of the way."

This foreman's view certainly seemed to be the fact with the Westminster sawyers whom I once met at a public dinner, and I will never forget the ghastly sight of 200 fingerless or mutilated hands that were held up to confirm the grisly evidence of the Labour Commission witness.

On going through the accounts of this same branch, I find that in two years, with a mean of membership of 90, there were 21 members who had received between them 544 days' accident benefit, or 23 per cent. of its membership disabled for 544 days; whilst out of 2,377 members of the whole society 155 received 39·44 days accident benefit, or four weeks' incapacity per man injured, whilst in seven years 37 per cent. of the total membership had been injured whilst at work. But, according to the Registrar-General, in fatal accident the sawyer is not very badly situated. This is true. He is not killed in the lump; he is slowly whittled to pieces.

IMPERIAL—MUNICIPAL—MILITARY.

From all the information available in the shape of reports, returns of friendly societies and trade unions, one is compelled to conclude that Government employment is much safer on the same class of work than what prevails in competitive enterprise.

This shows itself in singularly fewer deaths—seven in 1894 over all Government arsenals and factories and explosives departments at home and abroad; with 70,000 at least employed fewer severe injuries, little permanent disablement, and smaller number of minor casualties.

This is due to greater space, better plant, more gear, less overtime, shorter hours, systematic testing and inspection of plant, and that absence of driving and tearing conspicuous in too many similar private establishments.

Almost the same condition of things is reproducing itself in the sphere of direct employment by municipalities and vestries, both as to deaths and injuries. At one County Council pumping station and works a mean of 208 men sustained per annum 327 days' accident incapacity, or an average of only 1½ days per annum per man. This is in marked contrast to miners, railway men, shipyard labourers, gas workers, and even of other classes of labour approximately the same, and trade for trade in competitive employment much better.

With regard to the rapidly-increasing permanent staff for cleansing streets, flushing sewers, and general maintenance work, they are as free as clergymen and farmers from accidents, and relatively with other trades exempt from injury, whilst their health is, on the whole, good.

The postal service of 79,121 in 1897 had fortunately only nine fatal accidents and seven retirements through accidents, and similarly in nearly all the Government departments there is, as there ought to be, an immunity from death and a freedom from accident that only illuminates more clearly the recklessness of competitive and unregulated work.

THE POLICEMAN,

although liable to occupational illness, fortunately diminishing, is not particularly subject to serious accident on duty. In two years, 1896-7, of a force of 15,279, there were no fatal accidents. There were 842 cases of injury on duty, besides a large number of minor cases not serious enough to place the recipients thereof on the sick list, or incapacitate them from duty. This is in marked contrast to the dangers incurred by 15,279 Welsh colliers, who would according to Sir W. T. Lewis, in the same year have sustained 4,000 accidents under 26 weeks' incapacity, 60 accidents over 26 weeks incapacity, 30 deaths, and about 30 permanent disablements. In this respect, as compared with the policeman, "a collier's lot is not a happy one."

THE SOLDIER.

Like the rest of the working class, and in fact, all sections of the community, the soldier has gained immensely from improved sanitary conditions at home and abroad. There has also been marked progress in reducing the occupational illness of the soldier. At home the soldier's mortality from all causes is very low, 4 to 5 per 1,000 as against 10 to 12 per 1,000 for general males between 20 and 50. He is very free from serious and fatal accidents. Abroad his mortality is much higher, 12 per 1,000, but that is due mainly to climatic conditions, sickness and disease that military life under present conditions needlessly engender in tropical countries. His injury incapacity when not fighting is not generally much higher abroad than at home. The mortality and injury risk in expeditionary wars so far is not heavy. Twenty-seven British soldiers were killed at Khartoum; 600 men were killed making the St. Gothard Tunnel, 180 killed at Barry Dock; and there are more killed and injured every week in London alone at their industrial work, besides a small army of injured and wounded, than in the recent Egyptian campaign. For fifteen years, out of a total force of 1,407,273 of total strength at all foreign stations, and 92,650 actually engaged, there were 1,396 deaths in action only, or about an average annual death roll of the miner and quarryman at home for any one year, or fifteenth part of the same period; or, 8,378 deaths of railway men in same period; or, for all workers, in fifteen years at least 65,000 killed, besides the enormous armies of disabled.

The normal death rate from wreck, casualty and accident of the British sailor is in excess of the average of the British Army, at home and abroad, from all causes. The war risk, or annual mortality from small wars may be estimated at 1½ per cent. of the total force actually engaged on active service from all causes. This is no more than the average for sailors in salling vessels from wreck and accident alone.

The fact is the British soldier is the stout fighter in battle he undoubtedly is because he has been the more valiant industrial. He faced on the average greater industrial risks before he enlisted, and was therefore inured to injury at productive work, and is thereby indifferent to suffering in his new and, on the whole, much safer through destructive occupation. When soldiering is as deadly as shunting, international disarmament is nearer than it now is, and the Czar's manifesto will be welcomed in every camp.

THE FIREMEN.

This important section of men to every community are, in popular imagination, disproportionately exposed to great risks. Independent of the risk and injuries, he is rightly a sympathetic figure in his fire extinction work. Like all other sections of labour, he has to be subjected to the test of risks run, chances of death and injury met or escaped, and his average of risk based upon the casualties on the average sustained.

I find that in 1897 there were in the London Fire Brigade 993 men. Of this number 112 were injured at or going to or from fires in workshops, drill, or elsewhere. The 112, or 8¾ of 993, sustained 1,705 days off duty through accident in the year, the average days incapacity from injury being 15¼ for the 112 men, or 1¾ days for the whole force.

In natural illness it is of interest to note that 382 of 993 were on sick list; 4,470 days' illness, 12 days' average, 2¾ for 993.

From 1877 to 1897, with mean of 630 men, there were 38 cases of discharge for injury incapacity only, ranging from a fall of 40ft. and complete smash-up to big toe cut off by engine or throat injured by smoke at fire. Many of these would not in ordinary work have industrially incapacitated the same man if not a fireman. From 1866 to 1898, 17 men of a mean force of 630 have been killed whilst actually on duty at fires. This is, in death injury and disablement, much lower than mining, railway, dock, shipyard and general labour work.

From the London fireman to the sailor is the natural and everyday transition, as the mercantile and royal navies provide the brigade with its men. Of the sailor in the mercantile marine there is little known of his injury, incapacity and disablement short of death.

But his accident fatalities, are they not at the very top of industrial mortality? He literally goes down to the sea in ships. He has hitherto had but one column to himself, marked "Death," in the official returns. The vessels have wrecks and casualties, but for "Poor Jack" there has been till recently no qualification of the dread penalty. Friendly societies do not adapt themselves to his calling, and then only for death benefit. His trade unions have been too busy to keep his wages up without setting his injuries down.

But it is generally agreed that his liability to accident, as apart from shipwreck and dangers afloat, and proved by what injury returns are available—that his liability to accident, as apart from wreck and casualty, is heavy, if not as great as dock labourers, in some classes of work, as can be ascertained by visits to home and foreign port hospitals.

Of 231,736 sailors in 1896, 2,953 died from all causes, or 12·7 per 1,000, the lowest recorded for thirty-six years. Of these 2,953, 1,334 were lost at sea from wreck or casualty, or 6·8 per 1,000; to this must be added 482 who died from other accidents, making a total of 1,816 by wreck, casualty, and accident; this even does not include a number that die in ports and at home from accidents at sea which are not reported. It can be safely said that occupational accidents claim at least 2,000 sailors' deaths, or 8 to 9 per 1,000 employed. To what extent accident affects the sailor is proved by the Registrar-General. Of 6,702 sailors whose deaths were recorded in three years, 1890-92, 1,021, or 16½ per cent., were from accident alone, a rate of mortality far in excess of any other section of men.

The death rate in British sailing vessels ranges from 13 to 18 per 1,000 from wreck, accident, and casualties, which, in both steam and sailing vessels, Mr. Plimsoll always contended, were due less to "inherent risk" than to under-manning, bad stowage, deck loading, deficient engine power, defective construction, improper lengthening, want of repair, overloading, and over-insurance.

Matters in these respects are somewhat better than they were in 1884, when, to his credit, Mr. J. Chamberlain, M.P., said: "What is the fact with regard to these twelve years? It is this, that in that time 36,000 men suffered violent deaths; and, of the whole number, one in six lost his life. If you assume that the average working life of the seaman is twenty-four years, one in every three will, in the course of his working life, perish by a violent and dreadful death." That was the past; the present is not so much better. The last thirteen years, 1884-5 to 1896-7, show a loss of 28,302 from wreck, casualties, and accidents, or an average of 2,177 from the industrial risks of the sailor's life; or, in any six weeks of any year of his life there are more sailors drowned and killed by occupational causes than the total number of British and American troops and sailors who were killed in action in Khartoum or in the recent American-Spanish War. The recently compiled returns of injury to sailors from the Board of Trade will augment the tale of suffering and death the sailor incurs in following his employment.

Akin to the sailor is the stoker, who shares the general death risks of the sailor, but, in many cases, more liable to injuries, such as burns, scalds, sprains, and fractures, peculiar to his heavy work in the stokehold, below the water-line, and exposed to the fierce heat of furnaces. Beyond these injuries there is noticeable of late a greater tendency to suicide amongst the stokers in large trans-Atlantic steamers, due to the severe and unduly heavy demands made upon their strength, and this has become so marked that the German Government has creditably made several inquiries and recommended many reforms for the amelioration of a very brave and chronically overworked class of men.

From the marine stoker to the gas stoker is often but a change of location for the same type of man, and similar work under different conditions. This is a calling that demands strong men, and is attended with more than the average risk of accident. Better education, greater sobriety, shorter hours, and organisation have generally improved the stoker's condition. I doubt, however, whether accidents have concurrently diminished.

This is confirmed by figures kindly supplied by Mr. Livesey, which indicate not only a heavy rate of injury, but a great increase, due, I think, to the profit-sharing stoker "*working harder than he should or need*."

In an accident fund with 3,800 men, in 1897-8, there were 268 accidents, 122 of which entailed a fortnight's incapacity, and 146 of which imposed 3¼ working weeks, or 19½ days' illness; or the accidents averaged 7 per cent. for this year as against 3 per cent. for the previous five years, and are considerably in excess of municipal gasworks. Has profit-sharing anything to do with this? I think so.

It is stated that the general conditions of work are unchanged. It will be interesting to find out whether the increasing use of machinery in gas-making is doing what it is in some other industries—reducing the fatal accidents but adding to the severe and minor casualties, as is disclosed by recent returns in Britain, and proved by the following tables from Germany and Austria.

The Accident Returns for Germany, 1896, show there generally what I believe will be found in Great Britain when similar reliable returns are secured. The Austrian return discloses practically the same results. There is a certainty, however, that the greater industrial activity, engineering initiative, not to say audacity, of the British people, due to racial and characteristic indifference to injury, will show a higher percentage of accidents. Certainly this is seen in mining, where the difference against Britain is discreditable, and and a few other trades—metal trades, "where the increase is enormous," says Dr. Whitelegge—and it may and will be soon apparent in others.

There may be disclosed, perhaps, fewer deaths and less total permanent disablement, but I do believe that there will be an enormous increase of recorded accidents, which the last Factory Report confirms, if not of actual increase of casualties as well, as I believe and have shown, for separate industries when the returns for Britain are complete.

Sir A. Forwood has recently indicated, and recent facts confirm this general view, that

One of every 1,400 workmen is killed annually.
„ „ 2,500 „ is totally disabled.
„ „ 300 „ is permanently partially disabled.
125 per 1,000 temporarily disabled for three or four weeks.

This makes in all phases of accident Britain worse than elsewhere, as a glance at the German and Austrian tables will show.

The following table is based upon a summary which appears for the first time in the Whitebook for 1896, showing the number and nature of the new accidents compensated in each year from 1886 to 1896:—

Year.	Persons who met with Accidents resulting in				Total New Accidents Compensated
	Death.	Permanent Disablement.		Temporary Disablement.	
		Total.	Partial.		
	NUMBER.				
1886	2,716	1,778	3,961	2,085	10,540
1887	3.270	3,166	8,462	2,204	17,102
1888	3,645	2,203	11,023	4.186	21,057
1889	5.185	2,882	16,337	6,615	31,019
1890	5,958	2,681	22,615	10,166	41,420
1891	6.346	2,561	27,788	13,812	50,507
1892	5,811	2,640	30,569	15,807	54,827
1893	6.245	2,487	36.236	16,906	61,874
1894	6.250	1,752	38,952	21,723	68,677
1895	6.335	1.668	40,527	25,937	74,467
1896	6,989	1,524	44,373	32,386	85,272
	PER 1,000 INSURED.				
1886	0·70	0·48	1·06	0·56	2·83
1887	0·79	0·77	2·05	0·54	4·15
1888	0·35	0·21	1·07	0·41	2·04
1889	0·39	0·22	1·22	0·49	2·32
1890	0·44	0·20	1·66	0·74	3·04
1891	0·35	0·14	1·54	0·77	2·80
1892	0·32	0·15	1·60	0·88	3·04
1893	0·34	0·14	2·00	0·93	3·41
1894	0·34	0·10	2·14	1·20	3·78
1895	0·35	0·09	2·20	1·41	4·05
1896	0·39	0·09	2·52	1·84	4·84

The following table shows the number of accidents to workpeople in each of the years 1890-95 in Austria:—

Result of Accidents reported.	1890.	1891.	1892.	1893.	1894	1895.
	I.—Number.					
(*a*) Death	548	565	574	649	670	835
(*b*) Permanent total disablement	100	105	120	115	116	203
(*c*) Permanent partial disablement	1,493	2,046	2,410	3,129	3,585	4,721
(*d*) Temporary disablement (over 4 wks.)	4,600	6,068	6,318	7,008	8,181	10,636
Total of Accidents entailing compensation	6,741	8,784	9,422	10,901	12,552	16,395
Accidents not entailing compensation	9,300	12,532	16,876	22,016	27,707	38,167
Grand Total of Accidents reported	16,041	21,316	26,289	32,917	40,259	54,562
	II.—Proportion per 10,000 Insured.					
(*a*) Death	6·7	6·6	6·4	6·9	6·8	6·8
(*b*) Permanent total disablement	1·2	1·2	·3	1·2	1·2	1·7
(*c*) Permanent partial disablement	18·1	23·0	27·0	33·3	36·2	33·8
(*d*) Temporary disablement (over 4 wks.)	55·9	70·8	70·7	74·5	82·6	87·4
Total of Accidents entail- compensation	81·9	102·5	105·4	115·9	126·8	134·7
Accidents not entailing compensation	113·0	146·2	188·8	234·0	279·9	313·7

From South Wales, Elswick, gas works, railway returns, and factory reports which I have seen or quoted the increase of temporary disablement in Germany and Austria will be more than followed when Britain correctly registers its labour injuries.

This brings us to the conclusion of our subject in the presentment of deaths secured, injuries sustained, and risks therefore run by the working people of this country. The investigation has necessitated visits to hospitals, infirmaries, the reading of hospital reports, and a great mass of returns, the perusal of which all confirm the view of those who have explored this sphere of industrial life.

The conclusions borne in upon me are that the overwhelming proportion of accidents inflicted are preventible and unnecessary, and this is proved by the relative immunity the public enjoy as compared with ante-safety days.

The smaller proportion of injury inflicted and death caused in Government and municipal employment, the greater safety enjoyed by the workpeople of Co-operative Societies and careful and considerate employers, proves that safety can be secured, and, as in the case of recent special rules for quarries, save life and incidentally economy of production.

Returns from Russia, Lower Franconia, and elsewhere prove that as a rule accidents are in proportion to excess of hours worked over normal day, rising from 1 at 9½ hours to 17 accidents at 13 hours spread over numbers and days; the improper fencing of machinery so frequently pointed out by Factory Inspectors; the use of defective gear, iron ladders where electric currents are in operation, worn-out rope slings and inefficient tackle; the criminal adherence to 280lb. sacks of flour, a fruitful source of rupture and strain to bakers; the senseless driving and rushing due to ignorant supervision; the lack of periodical inspection and testing of appliances; the oiling of machinery in motion; the employment of children at brick presses and similar dangerous work; young persons given work before experience in safer work had made them more careful; whilst the adoption of some contrivance to clean windows from inside would save 500 lives per annum.

An increase of and an improvement in the class of some of the inspectorates is desirable. Above all, the tendency in some departments to give inexperienced military men official positions for which their previous training not only unfits them but in many cases should disqualify them should be discontinued. Remember militarised Elswick, and compare it with civilian Belfast.

The inspectorate, superior and subordinate, should be drawn from doctors, civil, mechanical, and mining engineers, practical workmen firm and intelligent, occasional transfers of present inspectors to different areas, and above all the smart punishment by magistrates (the weakest link of factory legislation) of delinquent employers. Against some of the worst, criminal proceedings should be enforced.

An international agreement upon a definition of accidents and a standard of time period of incapacity would be of great comparative value.

I cannot help observing that where piecework prevails the "butty" system is general and sub-contracting is rife; where contracting out of the law exists there is greater laxity in safety conditions than where these conditions do not prevail.

I also believe that the Home Office should collect the various suggestions and recommendations that the best of their inspectors have at various times advanced, and, either by special rules, administrative order, or as new statutory conditions, they should be enforced, with stiff penalties, failing persuasion, upon employer and men.

The fact that the Home Office has succeeded in reducing fatal accidents, should induce it to diminish permanent and partial disablement as well. By continuous experiments, the rigid enforcement of regulations, by the restriction of raw unskilled labour in South Wales mines, and by additional propping and other means, disablement can and ought to be prevented, by safer and healthier methods of working.

The workmen themselves are often to blame for many accidents. Thoughtlessness, recklessness, occasional insobriety, preventible ignorance of simple natural laws, the disregard of experienced advice, at times a deliberate disobedience, ending, in quarry, mine, factory, and dock, in terrible and fatal results. Accidents are also often due to the slavish adherence to irrational instructions from reckless foremen, the neglect of simple and apparently immaterial details, the observance of which means the difference between safety and danger. Platelayers should refuse to work at all without look-out signallers, automatic couplings should be enforced, eight hours should be the maximum on all railway and heavy work, and here and there sturdy resistance should be given to the foreman who construes bullying and standing over his men as the chief qualification for his post, a prolific cause of minor accidents to nervous men where machinery is used.

Attached to every Polytechnic, especially in mining, engineering, and industrial centres, lessons in slinging, lifting, timbering, and the moving of material could with advantage be given to apprentices and others. Dock companies, engineers, municipal bodies, and others could do worse than place certain pieces of their gear and machinery under proper conditions and in the control of their best foremen to enable them to give lessons and training to many young men who would be as willing to learn the practical as they are the more abtruse and scientific phases of their work. Better than ambulance classes would be employers and men co-operating for practical classes, with object lessons, of safety at everyday work. If drill is necessary for war demonstrations it is more necessary for industrial proficiency with safety.

The disappearance in many of our works of the old-fashioned sailor, with his extensive and adaptable knowledge of all the methods of extemporising contrivances in carrying out work and lifting heavy bodies has to be made up by practical technical instruction in the minor and absolutely neglected branches of the heavier trades and industries. The recent tendency to employ boy labour in certain industries, because it is for the moment cheaper, should be discouraged. The Workmen's Compensation Act should be sensibly amended and extended, and the 1893 Employers' Liability Bill should be passed, with other improvements and remedies that wisdom and experience may suggest.

Whatever may be done should be done promptly and vigorously to check the yearly slaughter of trained, energetic, capable workmen that now ruthlessly goes on.

We lecture savages for the practice of man eating his brother man and injuring his fellows, yet machinery, mining, and, above all, impersonal monopoly is but in another form the recrudescence of our primordial cannibal instincts for taking life and giving pain. This has to cease. The incentive is there in the wanton waste and awful suffering that the best of the human race—the workers—sustain. To prevent it is the immediate work of all, to abolish it the ultimate duty of those who see the national loss, domestic misery, the industrial waste which premature death and preventible injuries entail upon the army of labour on the battlefields of toil.